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UPDATE TO THE GENDER ACTION PLAN FOR OPERATIONS 2020-2021

GENDER AND DIVERSITY DIVISION

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ABBREVIATIONS

| | |
|-----------|--|
| BBL | Brown Bag Lunch Event |
| B2B | Business to Business |
| CDC | Country Development Challenges |
| CDR | Country Development Results |
| CID | Country Department for Central America, Mexico, Panama, and the Dominican Republic |
| COF | Country Office |
| COVID-19 | Coronavirus Disease of 2019 |
| CONSOC | Civil Society Advisory Group |
| CRF | Corporate Results Framework 2020-2023 |
| CS | Country Strategy |
| CSD | Climate Change and Sustainable Development Sector |
| CSD/CCS | Climate Change and Sustainability Division |
| CSD/HUD | Housing and Urban Development Division |
| CSD/RND | Environment, Rural Development & Disaster Risk Management Division |
| DAP | Diversity Action Plan |
| DEM | Development Effectiveness Matrix |
| ERM | Eligibility Review Meetings |
| ESPF | Environmental and Social Policy Framework |
| ESPS | Environmental and Social Performance Standards |
| EVP | Executive Vice President |
| GAP | Gender Action Plan for Operations |
| SGBV | Sexual and Gender-based Violence |
| GIF | Graphics Interchange Format |
| GDLab | Gender and Diversity Lab |
| GRR | Gender-Related Result |
| GSA | Gender Strategic Alignment |
| IDB | Inter-American Development Bank |
| IDBG | IDB Group |
| IDB Group | Inter-American Development Bank, the Multilateral Investment Fund, and the Inter-American Investment Corporation |
| IDB Lab | Inter-American Development Bank Innovation Laboratory |
| IDR | Investment Grants |
| IFD | Institutions for Development Sector |
| IFD/CMF | Connectivity Markets and Finance Division |
| IFD/CTI | Competitiveness Technology and Innovation Division |
| IFD/FMM | Fiscal Management Division |
| IFD/ICS | Innovation in Citizen Services Division |
| INE | Infrastructure and Energy Sector |
| INE/ENE | Energy Division |
| INE/TSP | Transport Division |
| INE/WSA | Water and Sanitation Division |

| | |
|---------|--|
| INT | Integration and Trade Sector |
| IGR | Investment Grants |
| IPG | Gender Parity Initiative (Spanish initials) |
| IPWG | Inter-Departmental Gender Working Group |
| IDB | Inter-American Development Bank |
| KIC | Knowledge, Innovation and Communication Department |
| LAC | Latin America and the Caribbean |
| LGBTQ+ | Lesbian, Gay, Bisexual, Transgender/transsexual, Queer + other sexual orientations and gender identities |
| MSMEs | Micro, Small and Medium Enterprises |
| NGO | Non-Governmental Organization |
| OLP | Operational Learning Program |
| OPC | Operations Policy Committee |
| ORP | Office of Outreach and Partnerships |
| PBL | Policy-Based Loan |
| PCR | Project Completion Report |
| PEC | Policy and Evaluation Committee |
| POA | Annual Operating Plan (Spanish initials) |
| PMR | Project Monitoring Report |
| QRR | Quality and Risk Review |
| REA | Regional Economic Advisor |
| RES/RES | Department of Research and Chief Economist |
| RPD | Regional Policy Dialogue |
| SCL | Social Sector |
| SCL/EDU | Education Division |
| SCL/LMK | Labor Markets Division |
| SCL/GDI | Gender and Diversity Division |
| SCL/SPH | Social Protection and Health Division |
| SCL/MIG | Migration Division |
| SG | Sovereign Guarantee |
| SOV | Share of Voice (SOV) |
| SPD | Office of Strategic Planning and Development Effectiveness |
| SPD/SDV | Strategic Development Effectiveness Division |
| STEM | Science Technology Engineering and Mathematics |
| TC | Technical Cooperation Project |
| TOR | Terms of Reference |
| UIS | Update to the Institutional Strategy, Development Solutions that Reignite Growth and Improve Lives |
| VPC | Vice-Presidency for Countries |
| VPS | Vice-Presidency for Sectors and Knowledge |
| VPS/ESG | Environmental and Social Solutions Unit |
| WSME | Women-Led Small and Medium Enterprises |
| We-Fi | Women Entrepreneurs Finance Initiative |

I. INTRODUCTION

- 1.1 Gender equality and empowerment are critical elements of inclusive development, a development process that seeks to broadly distribute improvements in well-being and to reduce inequalities. Despite the substantial improvements across Latin America and the Caribbean (LAC) over the past decade (for example, in women's labor market participation and educational attainment, as well as legal rights and protections for diverse populations), persistent inequalities across development sectors continue to limit the full inclusion of all members of society. This is especially true for women from historically marginalized or disempowered populations, such as indigenous peoples, afro descendants, persons with disabilities, LGBTQ+¹ individuals, and migrants, who often experience compounded inequalities. In the context of the COVID-19 pandemic, the inequalities and vulnerabilities affecting women and girls have been even more apparent; during the period of confinement, women and girls have faced a higher risk of partner and domestic violence, greater difficulty adapting to job loss due to the digital gender gap, and increased burdens of caring for children, the elderly and the infirmed, among others.
- 1.2 The Inter-American Development Bank's Gender Action Plan for Operations (GAP) is one of its main instruments for translating institutional commitments to gender equality and empowerment into action.² Responsibility for GAP implementation and results is shared across the departments and divisions of the Bank, including IDB Lab.³ The Bank completed the implementation of the third GAP since the approval of the Gender Policy at the end of 2019. This document is an update of that GAP.
- 1.4 The Bank's commitments to improving lives through gender equality and empowerment across its member countries are clearly articulated in the Bank's 2010 Operational Policy on Gender Equality in Development (the Gender Policy, [OP-761](#)) and the ["Update to the Institutional Strategy, Development Solutions that Reignite Growth and Improve Lives"](#) (UIS) (AB-3190-2), which maintains gender equality and diversity as one of the institution's three cross-cutting themes. The [IDB Group's Corporate Results Framework](#) (CRF 2020-2023, GN-2727-12), which complements the UIS, is the Bank's highest-level tool for monitoring performance and achievement of its strategic objectives, including those associated with gender equality. A new IDB Environmental and Social Policy Framework (ESPF) has been developed and is expected to be approved by the Board of Executive Directors in 2020. Once approved and entered into effect, for the purposes of processing, approving, and supervising new operations, the ESPF will supersede, with the exception of their mainstreaming aspects, the following IDB environmental and social operational policies: the Environment and Safeguards Compliance Policy (OP-703), the Disaster Risk Management Policy (OP-704), the Involuntary Resettlement Policy (OP-710), the Policy on Gender Equality in Development (OP-761), and the Indigenous Peoples Policy (OP-765).

¹ Lesbian, Gay, Bisexual, Transgender/transsexual, Queer + other sexual orientations and gender identities.

² Another key instrument is the Bank's Diversity Action Plan (DAP) 2019-2021.

³ IDB Lab (the Multilateral Investment Fund) has always been part of the Bank's Gender Action Plans since the Gender Policy approval. IDB Invest has not been a formal part of the GAP since its creation, after the merged out of the private sector from the IDB into the IIC. IDB Invest has its own internal plan for the inclusion of gender equality and empowerment in its operations.

A. GAP 2017-2019 Accomplishments and Lessons Learned

- 1.5 In May 2020, the Gender and Diversity Division (SCL/GDI) submitted the [Report on the Implementation of the Operational Policy for Gender Equality in Development and the Gender Action Plan for Operations 2017-2019](#) (henceforth the 2017-2019 GAP Report) to the Policy and Evaluation Committee (PEC) of the IDB's Board of Executive Directors. The recommendations contained in the 2017-2019 GAP Report, along with comments from IDB management and technical staff received during the review period of the report and preparation of this document, serve as the basis for the objectives and activities of the GAP 2020-2021. Initial indications of the gender-specific needs and effects of the COVID-19 pandemic and recovery have also shaped the update to the GAP objectives and activities.
- 1.6 The following is a summary of the main accomplishments and challenges identified in the 2017-2019 GAP Report (see [Box 1](#) for examples).
- 1.7 **Gender Mainstreaming.** The IDB substantially expanded the mainstreaming of gender into sovereign guarantee (SG) lending operations. Almost half (47%) of all SG loan approvals between 2017 and 2019 included support for gender equality, and specifically had "gender strategic alignment" (GSA). This result surpassed the target set for the 2017-2019 period (40%) and represented a significant improvement from the 2016 baseline (22%). Annual approvals with GSA over the period rose from 19% in 2017 to 58% in 2019.
- 1.8 Among the factors contributing to this growth were: (i) an increase in the direct support from gender experts during project design; (ii) screening of 100% of the IDB project pipeline at the beginning and middle of each year to identify potential for gender mainstreaming in operations; and (iii) the broadening of gender strategic alignment criteria,⁴ which made it more feasible to include gender-related actions and results in SG loans.
- 1.9 Overall, of all SG loans with gender-related results indicators in their results matrix, 74% had output level indicators, 52% outcome indicators, and only 26% impact indicators. There is certainly room for improvement with regards to the level of expected gender related results in projects that support gender equality.
- 1.10 **Stand-alone operations.** Between the two previous GAP periods (2014-2016 and 2017-2019), the amount of resources (US\$) dedicated to the Bank's stand-alone projects on gender equality (referred to as "direct investments") more than doubled from US\$202.5 million to US\$522.5 million. This increase was mainly the result of a greater number of gender-specific lending operations, including the Bank's first three gender policy-based loans (PBLs). The amount approved for gender SG loans represented 92% of the increase in overall gender direct investments,⁵ going from US\$150 million in the 2014-2016 period to US\$480 million in 2017-2019.
- 1.11 **Monitoring gender-related actions and results in project execution.** Despite the advances described above, progress was modest in the portion of projects

⁴ In 2018, the criteria for gender strategic alignment was modified. From that point forward, a project could be considered to have GSA when it included gender analysis, actions and at least one gender-related results (GRRs) indicator that were aligned with one another. It was no longer a requirement that these three gender elements be directly aligned with the project's main objective and the central vertical logic of the project, which was the case in 2016 and 2017.

⁵ The remaining 8% is associated with TC projects.

monitoring gender-related results (GRRs) during execution. Specifically, seventy-five percent of SG loans with a GRR in their design were tracking them in their project monitoring reports (PMRs) over the 2017-2019 period, which represented only a slight increase from the previous GAP period (72%). Without the regular gathering and reporting on GRR data, it is difficult to monitor the implementation of gender-specific actions and make any necessary course corrections. It also increases the likelihood that information related to GRR performance will be limited at the time of preparation of Project Completion Reports (PCRs).

- 1.12 **Gender-related Results at project completion.** While reporting of GRRs during project execution was lower than desired, more projects that mainstreamed gender in their design reached completion during the 2017-2019 period. As a result, reporting of the achievement of gender-related results at the end of the project life increased. Ninety-four percent of the Project Completion Reports (PCRs) approved between 2017-2019 for lending operations that included GRRs in their original design reported on their results at completion, exceeding the GAP target of 80%. Of all GRRs reported on in PCRs (146), 62% fully reached or exceeded their targets at the end of the project's life. In this regard, there is still room for improvement.
- 1.13 **Gender safeguards.** During the 2017-2019 period, the Environmental and Social Solutions Unit (VPS/ESG) expanded its efforts to identify and address gender safeguards during loan preparation. VPS/ESG assessed 100% of high- and medium-risk lending operations to identify potential adverse impacts on women or men and risks of gender-based exclusion. Seventy-three percent of those operations that were identified to have potential gender-based risks included mitigation measures.
- 1.14 **Country Strategies.** Sixty-three percent of country strategies (CSs) approved in the 2017-2019 period mainstreamed a focus on gender equality, by including country-specific gender analysis, strategic actions and at least one GRR in the CS results matrix. This was an improvement of ten percentage points from the previous GAP period. While CSs benefited from gender studies and inputs from gender experts, inadequate country-level data and limited country interest on gender issues were identified by IDB staff as the main obstacles limiting gender mainstreaming in the CSs that did not mainstreaming gender equality.
- 1.15 **Policy Dialogues and Partnership.** Between 2017-2019, the IDB hosted or co-hosted sixty-seven policy dialogues and high-level meetings on gender issues and built or expanded twenty-nine partnerships with organizations working on issues of gender equality. These partnerships produced joint knowledge products and policy initiatives in areas such as women's economic empowerment, institutional capacity, human capital development, and gendered adaptation of public services.
- 1.16 **Communications.** The Bank also continued its strategic use of communication campaigns to foster the public conversation on gender issues, particularly in digital platforms and media outlets. Products developed for social media campaigns included summaries of analytical work, Facebook Lives, GIFs, short informational videos, social media post cards, social media toolkits, blogs, and op-eds.
- 1.17 **Knowledge Generation.** The Bank's gender analytical work increased significantly between the two GAP periods. From 2017-2019, the IDB produced 128 new gender knowledge products which represented a 36% increase compared to the 2014-2016 period.

- 1.18 The 2017-2019 GAP Report identified that several areas of action needed to be strengthened going forward, specifically including the following:
- (i) **Improving the quality of gender mainstreaming in operations.** While there was an increase in lending operations that supported gender equality, the quality of gender-related analysis, actions and results indicators in project design varied, given differences in readily available data and evidence on effective approaches across sectors, and in gender mainstreaming capacity both internally and in IDB member countries. To address these issues, the Bank should expand its support for data collection and the inclusion of a focus on gender-specific impacts in the impact evaluations it finances, as well as for increase direct technical support and capacity building efforts.
 - (ii) **Promoting greater inclusion of sex-disaggregated beneficiary indicators in SG loans.** The portion of SG loans with sex-disaggregated beneficiary indicators decreased compared to the 2014-2016 GAP period. One factor that may have contributed to this result is the fact that there is no formal review of the sex-disaggregation of beneficiaries during project design. In keeping with the priorities in the CRF 2020-2023, the Bank should encourage better documentation of the specific populations that it benefits.
 - (iii) **Ensuring the achievement of gender-related results during project execution.** Project execution units do not always have the capacity to implement gender-related activities or collect gender-specific data. Also, the Bank's resources to technically supervise the achievement of gender-related results during execution are limited. To ensure achievements of GRRs, it is important to establish clear responsibility and resources for gender-related activities and results during project execution, as well as to bolster technical supervision and capacity building for executing agencies to address gender issues.
 - (iv) **Further improving the focus on gender equality in CSs.** Given that development challenges identified in CSs influence subsequent lending, providing inputs to Country Development Challenges and Country Strategy Documents is an important opportunity to elevate the visibility of gender issues among country officials. Further, the inclusion of a specific focus on gender issues in dialogues with country governments and other key actors during CS preparation could help strengthen gender mainstreaming in CSs.
 - (v) **Continuing to support the generation and dissemination of gender analytical work.** There is a persistent need of more sector and country-specific data and evidence on what works to promote gender equality.

B. GAP 2020-2021 Objectives

- 1.19 This GAP 2020-2021 is an update of the GAP 2017-2019. Its objective is to continue to expand and improve the quality of the IDB's development interventions that seek to promote gender equality and empowerment. It has a shorter duration of two year, rather than three year because of Management's decision to align the GAP cycle to that of with the Bank's first Diversity Action Plan 2019-2021.

- 1.20 While the GAP 2020-2021 maintains the objectives and areas of action of the GAP 2017-2019, it also addresses challenges identified during the previous GAP period. These challenges include: (i) including gender issues and strategic actions in a greater portion of country strategies; (ii) improving the quality of gender mainstreaming in lending operations; (iii) increasing the focus on achieving gender-related results during project execution; and (iv) supporting women from diverse populations who are disproportionately affected by the COVID-19 pandemic. It is important to note that the current crisis associated with COVID-19 has certainly modified and will continue to shape the Bank's portfolio in the 2020-2021 period. While this may also affect some mainstreaming efforts during project execution if resources need to be redirected to accommodate urgent needs of IDB borrowing member countries, the Bank will aim to maintain the focus on gender issues, whenever possible.
- 1.21 **The GAP 2020-2021 includes four specific objectives:**
- (i) **Agenda Setting.** Contribute to positioning gender equality issues on the public policy agenda and in development programming in IDB borrowing member countries through IDB CSs and other instruments.
 - (ii) **Supporting Gender Equality and Empowerment through Bank Operations.** Improve the quality of IDB-financed operations that support gender equality and empowerment, in both project design and execution. This will include a focus on addressing gender-specific effects of the COVID-19 pandemic.
 - (iii) **Preventing Adverse Impacts and Gender-Based Risks.** Facilitate the transition to the Bank's new gender equality standard, outlined in the Environmental and Social Policy Framework.
 - (iv) **Knowledge Development and Capacity Building.** Generate knowledge and build capacity to address gender issues in LAC and identify effective approaches to address them.
- 1.22 The remainder of the document details actions that will contribute to the achievement of these objectives.

II. AGENDA SETTING

- 2.1 The IDB will continue to promote gender equality on the regional policy agenda. To this end, the Bank will: (i) continue to mainstream gender equality issues in country strategies; (ii) conduct policy dialogues that explicitly focus on gender equality; (iii) strengthen strategic partnerships that help to better position gender equality issues in the region; and (iv) continue to communicate its commitment to gender equality externally. Priority attention will be given to gender issues associated with the COVID-19 pandemic and recovery.
- A. Mainstreaming Gender Equality into Country Strategies**
- 2.2 While the mainstreaming of gender equality and empowerment into country strategies increased over the past three years, the Bank will continue to encourage its member countries to position gender equality as a priority within the context of its support to the country.

- 2.3 Throughout the preparation of new or updated country strategies, the Bank will support the inclusion of gender equality issues at various stages of the process, from the elaboration of the Country Development Challenges documents (CDCs) to preparation of the CSs document, country policy dialogue and civil society consultation. Table 1 below outlines the specific actions and responsibilities at each stage of the country strategy process.

Table 1: Process for Gender Mainstreaming in Country Strategies

| Stage | Activities | Responsibilities |
|--|--|--|
| Preparation of CDC chapter(s) on the socioeconomic context and constraints to development (Chapters 1 and/or 2). | Based on available data, disaggregate socioeconomic indicators included in the analysis by sex (e.g. economic participation, education, etc.). | <ul style="list-style-type: none"> VPC Country departments (country economist/REAs) based on inputs from SCL/GDI. |
| Country Day | Presentation of gender-related gaps, challenges, and preliminary policy options across key thematic issues. | <ul style="list-style-type: none"> SCL/GDI, as part of the Social Sector (SCL) contribution. Other VPS sector divisions, as relevant. |
| Preparation of VPS analytical inputs to inform the CDC | Preparation of an analysis of country-level gender gaps and issues and policy options across the priority development challenges to be addressed in the CDC. | <ul style="list-style-type: none"> SCL/GDI, as part of overall SCL contribution. Other VPS sector divisions, as relevant. |
| Preparation of CDC chapter on Development Challenges (Chapter 3) | Inclusion of gender-related gaps, challenges, and policy options across key thematic areas. | <ul style="list-style-type: none"> Country departments (country economist, etc.) based on inputs from SCL/GDI and other VPS divisions that offered sector-specific information on gender. |
| Country dialogue | Inclusion of key gender issues and policy options in the dialogue with the country. | <ul style="list-style-type: none"> SCL Manager (with inputs from SCL/GDI), in coordination with Country Representatives. |
| Country Strategy document | Gender issues and results mainstreamed in priority areas and the results matrix, based on the dialogue with the country. | <ul style="list-style-type: none"> Country department, with peer review by SCL/GDI. |
| Consultations with civil society | Participation of women and one gender-focused organization in the COF's CONSOC, which is the civil society entity consulted regarding country strategy. | <ul style="list-style-type: none"> Country Representatives and COF staff who liaise with CONSOCs. |

- 2.4 Based on available data and GDI analysis of key gender gaps and other gender issues, VPC country departments (i.e. country economists and regional economic advisors) will disaggregate by sex the main socioeconomic indicators included in the analysis of the socioeconomic context and/or constraints to growth.
- 2.5 For the Country Day event, SCL/GDI will offer a preliminary analysis of gender-specific thematic issues and policy options, drawing on empirical data and local and international promising practices. Given that gender is a cross-cutting issue, other VPS divisions are encouraged to include sector-specific gender issues in their Country Day presentations, when relevant. When VPC is preparing an update to a country's CDCs, a Country Day might not be held.
- 2.6 SCL/GDI will prepare and provide the VPC country team, through the consolidated inputs from SCL, an analysis of key gender gaps and other gender issues, particularly those associated with Sustainable Development Goal, affecting diverse groups of women and girls within the country. These inputs will also include

policy recommendations to address them within the challenges identified by VPC for the CDC. This analysis will draw on existing country studies and data, country-level policy priorities and on-going programs, as well as regional/international good practices. Other VPS divisions are also encouraged to mainstream a focus on sector-specific gender issues in their analytical inputs. In the case of updates to CDCs, SCL/GDI (and other VPS divisions) will only be asked by VPC to update information on gender issues within the main development challenges areas already included in the previous CDC.

- 2.7 To promote the inclusion of gender equality issues in CS documents, priority gender equality issues that have been identified by SCL/GDI and agreed upon with other VPS divisions will be raised during policy dialogues with country governments. The SCL Manager will take the lead, in coordination with Country Representatives and other sector managers, to present priority gender issues as part of the sector's contributions to the Bank's country dialogues.
- 2.8 For civil society consultations during CS preparation, the IDB's country offices will continue to facilitate the participation of women and at least one gender-focused national or local gender-focused civil society organization in the process, through the Civil Society Advisory Group (CONSOCs) formed in each country.
- 2.9 SCL/GDI will routinely assess the level of gender inclusion during the CS Quality and Risk Review (QRR) process with focus on the inclusion of the gender analysis, strategic actions and, when relevant, GRR indicators in the CS results matrix. SCL/GDI will continue to carry out an annual review of all approved CS to assess the level of inclusion gender; this assessment is shared with VPC and included in annual GAP reporting to Management.⁶

B. Regional Policy Dialogue and Partnership Building

- 2.10 To complement the engagement with policymakers and other Bank clients during country strategy preparation, the IDB will continue to actively engage in policy dialogue and the partnerships it has established that help to position gender equality and empowerment as a key issue in national policies and programming of its borrowing member countries.
- 2.11 First, in the 2020-2021 period, the Bank will conduct one stand-alone Regional Policy Dialogue (RPD)⁷ meeting on women's economic recovery and labor market participation in the context of the COVID-19 pandemic through its Gender Equality⁸ and Labor Market Networks. It will also include a focus on sector-specific gender issues in some of the other RPD meetings carried out with other Bank sector networks, when relevant. The Bank, including IDB Lab, will also continue to organize and participate in other high-level dialogues and events that integrate a focus on gender equality issues with public and private stakeholders that offer opportunities to influence the policy agenda. Many of these dialogues and events will focus on the gender-specific impacts of the COVID-19 crisis and gender-

⁶ Country strategies will be assessed using rating criteria prepared by SCL/GDI in consultation with VPC/VPC. The rating reviews the level of inclusion of gender analysis and strategic actions in CSs' priority areas, and when relevant, gender-related results indicators.

⁷ The Bank's Regional Policy Dialogue (RPD) initiative is one of the Bank's main mechanisms for promoting knowledge sharing between high-level government officials, the IDB and international experts.

⁸ This network is comprised of Women's and Social Inclusion Ministries, and other governmental entities charged with the oversight of the country's gender equality policies.

specific actions that will be part of the policies for recovery, including violence against women and girls during and after confinement, impacts on women's labor market participation and income and women's access to quality transportation. The Bank will also lead a regional policy dialogue on human trafficking to help orient its support to its member countries to strengthen the region's efforts to prevent and combat both trafficking for the purposes of sexual exploitation and forced labor.

- 2.12 Second, the IDB will continue to build strategic partnerships with governments, the private sector, non-governmental organizations (NGOs) and other international organizations to leverage resources and knowledge to advance gender equality and empowerment. A key tool to do this will be the Gender Parity Accelerators, a public-private partnership currently under implementation in six countries in the region and in partnership with the World Economic Forum and the French Development Agency. Priority will be given to areas of emphasis in the IDB's Gender and Diversity Sector Framework Document, which will be updated in 2021.

C. Communications

- 2.13 Through a unified and coordinated communications strategy, the Bank will convey its strong commitment to gender equality and strengthen its positioning as thought leader, impact convener, and partner of choice for inclusive and equitable growth in LAC.

- 2.14 The lines of actions in communications will include:

- (i) Development of a two-year targeted communications campaign with tailor-made messages for internal and external audiences (including employees, policy makers, companies, nonprofit organizations, civil society, media, and the public). The campaign will:
 - a. Be developed and implemented in coordination with KIC and marketed as an IDB Group initiative.
 - b. Foster coordinated messaging across sectors and regions of the Bank on IDB-supported gender work, including that which is specifically related to the COVID-19 crisis and post-crisis recovery.
- (ii) A thought leadership strategy to strengthen the position of the IDB Group's gender specialists as experts supporting the incorporation of a gender focus in public policy and operations among the multilateral development banks.
- (iii) Promote visibility of female thought leaders, through their participation as speakers in the Bank's internal and external panels, as well as the number of female IDB experts featured in media interviews, op-eds, blogs, and featured in the Bank's social media content.
- (iv) Increase traffic to and optimize engagement with gender and diversity focused communications channels, including the IDB's gender portal, SCL/GDI's Twitter account and blog, as well as other sector divisions' blogs, such as INE's *Moviliblog*.
- (v) Expand the visibility of gender topics, research, experts, good practices, and events in IDB social media channels and digital platforms (e.g. *Mejorando Vidas*, COVID-19 hub portal).

- (vi) Oversee gender communications campaigns implemented throughout the Bank to guarantee a cohesive message on all gender issues.

III. SUPPORT FOR GENDER EQUALITY AND EMPOWERMENT THROUGH BANK OPERATIONS

- 3.1 The Bank will continue to expand, in response to client country demand, both the quality of its financial operations that proactively address gender equality and empowerment. Specifically, it will: (i) pursue gender-related strategic lines of action to guide the operational work of VPS divisions; and (ii) increase the quality of Bank lending operations that support gender equality or women's empowerment in both project design and execution (i.e. that have gender strategic alignment). The Bank will also continue to offer operations (loans, investment grants, and technical cooperation (TCs)), based on client demand, that have as their principal objective the promotion of gender equality or empowerment (direct investment).

A. Strategic Lines of Action

1. Lines of Action within Sectors

- 3.2 As part of the process to prepare this update of the GAP, VPS sector divisions and IDB Lab updated their gender priority lines of action for the 2020-2021 period to reflect priorities as of April 2020. For VPS divisions, these lines of action were originally defined for the GAP 2017-2019 to give their work on gender mainstreaming a strategic focus. They were informed by factors, including the Sector Framework Documents, operational and analytical work developed during the 2017-2019 period, areas of interest of the IDB's client countries identified through sector dialogues, and key sectoral emerging issues. IDB Lab's priorities defined their lines of action to include a focus on women's economic opportunities across the strategic pillars of IDB Lab's work.
- 3.3 **Prioriy thematic areas.** The specific gender lines of action for 2020-2021 summarized below fall under the following thematic areas: (i) women's economic opportunitites and productivity; (ii) women's human capital development; (iii) violence against women and girls; (iv) sexual and reproductive health; (v) gendered adaptation of public services; (vi) institutional capacity to address gender equality; (vii) women's leadership and participation; (viii) gender-specific responses to the COVID-19 pandemic and economic recovery; and (ix) masculinities and the inclusion of boys and men (see [Annex I](#) for a mapping of thematic issues by IDB sector divisions and IDB lab). As relevant, the Bank will encourage a focus on the differential needs of women and men at different stages of their live cycle.
- 3.4 **The Infrastructure and Energy Sector (INE)** (including the Energy Division, Transport Division, Water and Sanitation Division and the Mining, Geothermal Energy and Hydrocarbons Special Group (MGH)). INE's gender lines of action aim to support the: (i) strengthening of women's capabilities and opportunities to access non-traditional jobs in infrastructure and energy sectors, particularly as part of the economic recovery post COVID-19; (ii) including a gender perspective in urban transport services so they are effective and safe for women; (iii) developing internal gender strategies for public enterprises; (iv) promoting co-responsibility and the equitable re-distribution of care and unpaid household activities through

entities in the sector; (v) promoting the prevention of sexual and gender-based violence and workplace harassment within sector entities; (vi) incorporating a gender perspective into projects that promote access to energy and efficient use of energy for cooking; (vii) increasing women's participation in decision-making in local water committees and in the water and sanitation entities; (viii) promoting new habits/behaviors (hygiene, hands-wash, menstrual hygiene, consumption/savings, etc.) among local women and men; and (ix) collecting better data on gender to inform sector policies and programs.

- 3.5 **The Institutions for Development Sector (IFD)** (including the Competitiveness, Technology and Innovation Division, Connectivity Markets and Finance Division, Fiscal Management Division, and Innovation in Citizen Services Division). IFD's gender lines of action include: (i) promoting the participation of women in science, technology and innovation (STI) activities, including access to higher education and professional career progression in Science, Technology, Engineering and Mathematics (STEM) fields; (ii) supporting the participation of women-led businesses in the economic recovery post COVID-19, by promoting the development of women's digital talent, strengthening the digital and managerial capacities of women-led Small and Medium Enterprises (WSMEs) and supporting female innovative entrepreneurs; (iii) supporting women's participation in the public procurement market; (iv) promoting gender equality in tax policy and administration; (v) including the gender perspective in government budgeting; (vi) developing fiscal programs to minimize the effects of the COVID-19 pandemic on women; (vii) supporting post-COVID-19 fiscal policies that promote economic reactivation of women-owned enterprises; (viii) promoting women's and financial inclusion; (ix) addressing short-term financial needs of WSMSEs in order to prevent the possible widening of the gender gap in access to credit as a result of the COVID-19 crisis; (x) establishing e-government systems that are responsive to women's needs with a specific focus on women's access to digital public services in the response to COVID-19; (xi) providing women with the tools to access better employment and business opportunities within the public sector; (xii) promote actions to prevent, address and reduce intra-familial violence with particular focus on sexual and gender-based (SGBV) violence and masculinities; (xiii) protect and empower women, deprived of their freedom; (xiv) strengthening police and justice system capacity to prevent, respond to, and prosecute cases of violence against women, children and adolescents, exacerbated during the COVID-19 pandemic; (xv) promoting women leadership in the citizen security sector; and (xvi) strengthening capacities of citizen security and justice sector authorities to prevent, identify and prosecute human trafficking.
- 3.6 **The Social Sector (SCL)** (including the Education Division, Gender and Diversity Division, Labor Markets Division, Social Protection and Health Division and Migration Unit). SCL's lines of actions include: (i) focusing on the gendered impact of school closures due to COVID-19 on learning and dropout; (ii) promoting women's access to labor market opportunities (particularly during the COVID-19 recovery), including labor intermediation and skills development for girls and women in STEM and other non-traditional fields; (iii) encouraging retirement savings for women; (iv) promoting the engagement of men in parenting and gender equitable relationships free of violence; (v) improving access to and quality of dependent care services (e.g. for children, elders and persons with disabilities); (vi) improving human resource policies in dependent-care services to promote professionalization, redistribute caregiving work, avoid precarious forms of

employment, and involve more men in these jobs; (vii) preventing teenage pregnancy through development of adolescent boys' and girls' skills and life planning, comprehensive sexual education, adolescent-friendly sexual and reproductive health services and support for teen mothers; (viii) promoting the construction of healthy masculinities among boys to help reduce school abandonment, violent and risky behaviors, and SGBV; (ix) strengthening SGBV prevention and services for women survivors; (x) improving knowledge of and communication on the intersection between gender and migration issues; (xi) targeting migrant women in investment programs in recipient countries (with support for social services, basic infrastructure, economic opportunities and civil registry); and (xii) collecting and analyzing sex-disaggregated data to inform migration-related policies and projects.

- 3.7 **The Climate Change and Sustainable Development Sector (CSD)** (including the Climate Change and Sustainability Division, Housing and Urban Development Division, and Environment, Rural Development & Disaster Risk Management Division). CSD's gender lines of action focus on: (i) building the capacity of women to increase their access to quality jobs associated with the economic transformation to a low carbon, climate resilient economy; (ii) improving the capabilities of women and men to contribute to climate change adaptation and resilience, through the transfer of knowledge and technology; (iii) creating inclusive, safe public spaces in urban areas; (iv) providing urban mobility services⁹ and promoting urban growth patterns that address women's and men's needs; (v) promoting equitable access of women farmers to extension services, climate smart technologies, and land rights; and (vi) fostering equal opportunities and formal employment for urban and rural women in the tourism sector, while also preventing exploitation.
- 3.8 **The Integration and Trade Sector (INT)** specific gender lines of action include: (i) developing innovative public policies and technical and training programs within INT's loan and TCs to facilitate women's empowerment in international trade; (ii) facilitating access of women entrepreneurs to Business to Business (B2B) online platforms, such as *ConnectAmericas for Women*; (iii) increasing market access for women-led or owned businesses in the food and beverage and global services sectors, through targeted trade fairs; and (iv) strengthening the export capacity of women-led or owned Small and Medium Enterprises (WSMEs) by supporting the development of women's entrepreneurial skills.
- 3.9 **The IDB Lab's** gender lines of action include: (i) supporting women's entrepreneurship (e.g. using TCs to improve access to finance, training, coaching, and mentorship, as well as value chains, markets, digital technology and know-how, and soft skills); (ii) promoting innovative solutions to increase women's participation in STEM careers; (iii) promoting innovative solutions for the development of services to equalize the responsibility of women's unpaid domestic and care work (including child and elder care); (iv) promoting men's role in advancing gender equality, through the inclusion of men and boys in areas such education, healthcare; and (v) the use disruptive technologies like big data and

⁹ Public or private sector services provided to the public that allow them to move freely (motorized and non-motorized transport services and infrastructure, traffic management, and others).

artificial intelligence to prevent sexual and gender-based violence and promote gender equity.

- 3.10 **Intersectionality of gender and diversity.** Gender inequalities in LAC are intersectional in nature, with certain groups of women experiencing compounded forms of inequality based on their ethnic and racial identities, sexual orientation, or gender identity, disability, and migration status. To establish synergies between the GAP and the IDB's Diversity Action Plan (DAP), as well as efforts to address the need of migrants and their receiving countries across the Bank's portfolio, the Bank will pursue the GAP's gender strategic lines of action with a focus on the differential needs of diverse groups of women and men from different age groups.
- 3.11 **COVID-19 Response.** As described above, the IDB will address the differential effects of the COVID-19 pandemic and the economic recovery on women and girls as part of its gender strategic lines of action across multiple sectors. The Bank also included a focus on gender equality and women as a particularly vulnerable population in the templates for the project prototypes developed to expedite its rapid response to the crisis. Explicit emphasis was placed on: (i) reproductive and maternal health in the Support for the Health Sector prototype; (ii) the vulnerabilities of women and female-headed households the Safety Nets for Vulnerable Populations; and (iii) the short-term financial needs of women-run or women-owned MSMEs in the Protection of the Productive Sector and Employment.
- 3.12 In the 2021 Bank operations in response to the COVID-19 pandemic and recovery, the Bank will endeavor to mainstream gender equality and a focus on women's specific needs across all projects. Examples of proposed gender-specific responses include: (i) strengthening the capacity of health care service providers to identify and refer cases of violence against women and girls; (ii) ensuring gender parity in digital skilling and re-skilling programs, and creating online platforms to support women's employment; (iii) creating of guarantee funds to support women entrepreneurs; (iv) adapting infrastructure to address gender-specific needs; (v) carefully designing cash transfer programs to benefit the most affected groups of women, including possible support for childcare and transportation subsidies; and (vi) providing financing options for women who have traditionally had limitations accessing financing through the private sector.
- 3.13 **Sexual and Gender-based Violence (SGBV).** The prevention and response to sexual and gender-based violence,¹⁰ requires coordinated action across multiple sectors. The IDB's efforts to address SGBV in the LAC region will include activities led by IFD, INE, SCL and CSD. For example, IFD/ICS will promote actions within the citizen security sector to prevent and address intra-familial violence with focus on SGBV and masculinities. INE/ENE and INE/TSP will support the prevention of SGBV and workplace harassment in public entities in the energy sector and in public transportation, respectively. CSD/HUD will support the creation of safe public spaces in urban areas. SCL/GDI will continue to support the provision of quality integrated services for women that help them to escape the cycle of violence and support the development of good practices for responding to SGBV during the COVID-19 confinement and recovery period.

¹⁰ Gender-based violence is violence directed to an individual based on his or her biological sex or gender identity. It is based on predominant gender norms in a society and unequal power relationships.

- 3.14 **Human Trafficking.** Another form of violence that disproportionately affects women and girls is human trafficking.¹¹ Approximately 80% of trafficking is for the purposes of sexual exploitation, while 18% is forced labor. The ILO estimated that in 2012, 1.8 million victims of human trafficking originated from Latin American countries.¹² Existing research also identifies women migrants, indigenous peoples and LGBTQ+ persons among the affected populations.¹³ There is also mounting international concern that increased poverty caused by the COVID-19 pandemic is increasing the risk of human trafficking.
- 3.15 During the 2020-2021 period, the IDB will renew its efforts to support its member countries, and their anti-trafficking coalitions, to strengthen their efforts to prevent, detect, and prosecute human trafficking, and to provide critical services to trafficking victims, particularly young women from the most affected population groups.

B. Mainstreaming Gender Equality into IDB-financed Operations

- 3.16 Mainstreaming gender into the IDB's operations continues to be the highest priority area of action of the GAP, given the potential of the Bank's lending portfolio to foster changes towards gender equality across sectors. Gender mainstreaming in operations will be pursued from two perspectives: (i) attention to quality in project design; and (ii) an enhanced focus on gender-related actions and results throughout project execution, monitoring and evaluation. Gender mainstreaming in operations requires the involvement of multiple actors across the Bank; these include the VPS operational divisions and IDB Lab teams leading project preparation and supervision, the corresponding VPC country department and country office, SCL/GDI and the gender consultants working with VPS divisions and in country offices, the Office of Strategic Planning and Development Effectiveness (SPD), and the Executive Vice-President (EVP)'s Office.

1. Project Design

- 3.17 To foster systematic, quality gender mainstreaming in project design, the following actions will be given priority during the GAP 2020-2021 period.
- 3.18 **Screening of 100% of the IDB pipeline.** identified through the Country Programming Documents prepared by VPC through its country offices, and Convergence, early in the year across sectors and regions to identify opportunities for supporting gender equality and empowerment. This exercise, conducted by SCL/GDI together with all VPS operational divisions, contributes to systematic and strategic assignment of gender mainstreaming technical support. The exercise is updated mid-year to adjust for fluctuations in the project pipeline. In addition, SCL/GDI will have periodic meetings with Country Departments in VPC to identify any new opportunities arising at other times of the year, including the last quarter of the year.

¹¹ According to the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, human trafficking consists of the use of force, fraud or coercion against women, men or children for the purpose of sexual exploitation, forced labor or services, involuntary servitude, debt bondage, slavery, or the removal of organs <https://www.ohchr.org/en/professionalinterest/pages/protocoltraffickinginpersons.aspx>.

¹² ILO, Global Estimates on Forced Labour, Geneva, 2012.

¹³ Ribando Seelke, Clare. Trafficking in Persons in Latin America and the Caribbean, US Congressional Research Service, 2016.

- 3.19 **Initiating gender analysis at an early stage of IDB project preparation:** Amongst projects prioritized for gender mainstreaming, VPS and IDB Lab project teams will initiate an analysis of relevant gender issues from an early stage of project design (i.e. project identification) so that it can inform the discussions with the country counterparts and the preparation of the project profile. At this stage, the project team will explore the possibility of pursuing one or more of the gender strategic lines of action identified for their sector (see ¶3.5-3.10) and gender strategic alignment (GSA) (see [Box 1](#)).
- 3.20 **Providing gender technical support.** Project teams can make strategic use of both in-house and external gender expertise to undertake gender analysis and develop quality project proposals from a gender perspective, including: (i) a cadre of consultants assigned to work with operational divisions; (ii) SCL/GDI staff; (iii) studies or technical expertise included in operational support TC operations prepared by the project team; and (iv) other consultancies financed by the Bank for project preparation. Priorities for in-house technical support will be defined after the identification of priority projects in the pipeline between SCL/GDI and VPS divisions, although other requests that arise during the year will be managed on a case by case basis. Priority attention will be given to projects in an early stage of preparation to ensure the greatest value of the technical support.
- 3.21 **Including an explicit focus on gender equality in Eligibility Review Meetings (ERMs).** An explicit focus on gender mainstreaming opportunities and the quality of gender analysis, actions, and results in the design of projects profiles will be included in ERM meetings, chaired by VPC country departments. SCL/GDI will systematically provide technical comments that include suggestions related to the project's potential gender strategic alignment.
- 3.22 **Validating gender strategic alignment in the project quality review process.** SCL/GDI will participate in Quality and Risk Review (QRR) meetings to assess the quality of gender mainstreaming elements in project documents (including the gender-related results indicators in results matrices and the inclusion of budget for gender-specific actions), and validate if they constitute GSA (see [Box 1](#)).
- 3.23 VPS sector departments and the Operations Policy Committee (OPC), led by the Office of the Executive Vice President, will also play an important role in the review of quality gender mainstreaming in the design of lending operations at different stages of the review process.
- 3.24 The Strategic Development Effectiveness Division (SPD/SDV) will continue to work with project teams to help improve the quality of the project logic that leads to gender-related results as part of their review of the Development Effectiveness Matrix (DEM) and project evaluability. However, SCL/GDI will be responsible for the final validation of GSA and communicating that to SPD for the validation of the DEM.
- 3.25 **Disaggregating by sex indicators and targets that track the beneficiaries of IDB-financed operations,** including those focus on the COVID-19 response and recovery. The sex-disaggregation of project beneficiaries is important to help the IDB, IDB Lab and its member countries to better understand who specifically is benefitting from its projects and to identify gender gaps more readily.
- 3.26 In both, SG and IDB Lab operations that target direct beneficiaries (e.g. students, trainees, farmers, entrepreneurs), the Bank will improve its efforts to disaggregate

project beneficiary indicators by sex, whenever possible, particularly those associated with the Level 2 indicators included in the CRF 2020-2023. Project team will be encouraged to disaggregate beneficiaries by gender as part of the technical review on gender in ERM and QRRs.

Box 1 Gender Strategic Alignment (GSA)

The IDB Group's CRF 2020-2023 establishes a target for *"projects that support gender equality,"* which is based on new approvals for IDB.

According to the CRF [Technical Guidance Note](#), this indicator considers loans, guarantees, investments grants with an approved amount greater than US\$3 million, and projects financed through the IDB grant facility.

To be considered as a project that supports gender equality (referred to as Gender Strategic Alignment in the GAP), the following three elements are required:

1. An analysis of the development problem or gap related to gender equality or empowerment.
2. At least one activity/solution that addresses the gender-specific problem(s) or gap(s) identified.
3. At least one indicator in the project results matrix (or policy matrix for PBLs) that relates to the gender-specific problem or gap. The indicator may be at any level an output indicator, specific objective indicator, or general objective indicator.

Projects must document in Convergence and in the main project document (e.g., loan proposal) the justification for the alignment to the cross-cutting issue of gender equality based on fulfillment of the above three criteria.

SCL/GDI, in coordination with SPD/SDV, is responsible for the review and validation of GSA during the project preparation process.

3.27 IDB Lab Project Screening and Technical Support. IDB Lab also conducts annually screening of 100% of its operations to ascertain their potential for gender mainstreaming, beginning with the review of the project pitch by the IDB Lab Eligibility Committee. The IDB Lab's gender technical team provides technical recommendations on gender mainstreaming to project teams before the pitch and later before the project goes to QRR. During the QRR, alignment screeners review the project to ensure it complies with the guidelines of gender strategic alignment.

3.28 The IDB Lab fosters gender mainstreaming in their projects by: (i) providing specialized consulting support to team leaders for the design and implementation of gender actions in their projects; (ii) developing standardized due diligence protocols for operations that will include a specific analysis of gender and diversity; (iii) screening for the iDelta development effectiveness score on gender inclusion;¹⁴ and (iv) updating the current toolkit for team leaders and executing agencies on how to integrate a gender perspective in IDB Lab operations.

2. Project Execution and Monitoring

3.29 The Bank will strengthen its efforts to monitor gender-related actions and achieve gender-related results during project execution and evaluation. Specifically, the Bank will:

¹⁴ Managed by DSP/DVF in IDB Invest.

- 3.30 **Develop a guidance note** with key actions to facilitate a focus on gender-specific actions and results during project execution (as part of the broader technical guidance on gender mainstreaming, see ¶5.6). This guidance, prepared by SCL/GDI, in collaboration with other VPS divisions and VPC country offices, will serve as a reference for project execution teams. It will highlight actions such as:
- (i) inclusion of gender-specific actions and criteria in project operations manuals, pluriannual plans and annual operating plan (POAs),
 - (ii) explicit focus in Project Kick-off Workshops on the project design elements that address gender equality, with emphasis on the GRRs in the results matrix,
 - (iii) assignment of responsibility for gender-related supervision in project executing units,
 - (iv) inclusion of gender-specific actions and criteria in TORs and bidding documents for relevant project-supported consultancies and services (including a checklist and examples),
 - (v) inclusion of a focus on gender equality in planned institutional capacity-building activities, based on results of the institutional analysis undertaken during project design,
 - (vi) strengthening project and/or ministry information systems to ensure the reporting of sex-disaggregated data, and
 - (vii) focus on GRRs in evaluation baselines and data collection.
- 3.31 **Increase technical support and supervision to facilitate the achievement and reporting on gender-related results.** The Bank will continue providing technical support to strategically selected projects across sectors annually (approximately forty loan operations per year) via gender consultants, SCL/GDI staff, and, when deemed necessary, consultants hired with project supervision resources. This technical support will include priorities of the project team associated with the actions included in the guidance note discussed above.
- 3.32 **Promote cooperation with country-based organizations working to advance gender equality**, such as Ministries of Women, NGOs, and other multilateral agencies, to leverage in-country expertise to support the implementation of gender-specific actions included in programs financed by the IDB.
- 3.33 **Encourage the systematic reporting on GRRs in project monitoring reports (PMRs).** To ensure the availability of information on GRRs, project teams should specifically request information on the implementation of gender-specific actions and disaggregated beneficiary data in progress reports from executing agencies. SPD, SCL/GDI and VPC will help to increase the awareness among project teams on what classifies as a GRR and the use of system's "Pro-Gender Flag"¹⁵ to facilitate the identification of GRRs in the Project Monitoring Reports (PMRs).
- 3.34 **Report on the achievement of GRRs in Project Completion Reports.** The Project Completion Report (PCR) remains the key document for registering project

¹⁵ The use of the "Pro Gender Flag" is applicable when a GRR indicator in the results matrix is explicitly linked to the project's gender strategic alignment. "Gender Tracking" is used when a beneficiary indicator is disaggregated by sex but its related issue is not part of the vertical logic; see SPD's *"Toolkit for the Application of the DEM- Sovereign Guarantee Operations,"* January 2017 (check on update).

outcomes and lessons learned from project implementation. With more projects that support gender equality reaching the stage of completion, it is important to collect and analyze information on the achievement of GRRs and their targets included in project design. Project teams are encouraged to provide greater information on the effectiveness and attribution of GRRs. SCL/GDI will review annually the level of achievement of the GRRs included in the project's original project design and reported on in PCRs, including any information on the attribution of the results to project's actions and lessons learned included.

C. Direct Investment

- 3.35 The Bank will continue to offer to its member countries the opportunity to develop loans, investment grants (IDRs), and TC operations that directly focus on gender equality and empowerment.
- 3.36 The Bank will explore the possibilities for direct investments, based on client country demand, in areas such as women's economic empowerment (including support for women entrepreneurs, increasing or improving women's labor force participation and promoting women's entry into higher-paying jobs), sexual and gender-based violence, provision of quality services to violence survivors, combatting human trafficking, and positive youth development, particularly for at-risk male and female youth.
- 3.37 Given the urgencies associated with the response to the COVID-19 crisis, it is expected that country demand will prioritize projects that address the immediate social and economic needs of crisis relief and recovery. As such, demand for direct investments in gender equality in 2020 and 2021 may be lower than in the 2017-2019 period. To encourage country demand, the IDB will continue to offer its member countries gender-specific lending and technical cooperation during country policy dialogues and programming exercises as well as sector dialogues. It will also prioritize analytical work that strengthens the case for investment in gender equality and empowerment.

IV. PREVENTING POTENTIAL ADVERSE IMPACTS/RISKS OF EXCLUSION BASED ON GENDER

- 4.1 Aligning with international best practices, the IDB will approve in the second semester of 2020, a more comprehensive set of Environmental and Social Performance Standards (ESPS) that are defined in the new Environmental and Social Policy Framework (ESPF). The ESPF establishes the requirements that the Bank's borrowers must meet to effectively manage project-related environmental and social risks and impacts, and when feasible, facilitating the enhancement of social and environmental sustainability beyond the mitigation of adverse risks and impacts. This ESPF will replace policy mandates associated with social and environmental performance and safeguards in five of the Bank's operational policies (see ¶1.4). It also places greater responsibility on the Bank's client countries to assess and mitigate potential adverse environmental and social impacts of programs for which they receive Bank financing.
- 4.2 As part to the ESPF, the IDB is the first multilateral development bank to develop a stand-alone gender standard, which is referred to as Gender Equality Standard 9 (ESPS 9). ESPS 9 outlines actions to prevent or mitigate risks and avoid negative

impacts based on gender, sexual orientation, and gender identity. Potential gender-based risks highlighted in the ESPS 9 include: (1) exclusion from project-derived benefits of people based on gender, sexual orientation, and gender identity; (2) exacerbation of project-related sexual and gender-based violence; and (3) disproportionate gender-based impacts in situations of involuntary physical resettlement. It also calls for the safe and equitable participation in project-related consultation and stakeholder engagement processes, regardless of gender, sexual orientation, and/or gender identity.

- 4.3 For each of the ten ESPS, IDB's borrowers are required to assess risks, apply preventive or mitigation measures, and monitor and supervise their progress. To support its borrowers to meet these requirements, the Bank will continue to help improve the capacity of IDB counterparts throughout project preparation and execution phases. As part of that effort, the Bank will develop a guidance note and provide capacity building on the requirements of the ten ESPSs, including ESPS 9. In addition to the training efforts directed to the countries, the ESPF implementation will include training to strengthen IDB's project teams' ability to identify gender-based risks and design and monitor effective approaches to mitigate potential risks associated with ESPS 9.
- 4.4 Additionally, VPS/ESG will continue to supervise high-and substantial-risk projects. With the new ESPS 9 the identification and mitigation of gender risks and impacts will be sustained when transitioning to the new ESPF.

V. KNOWLEDGE AGENDA

- 5.1 The Bank –including the Department of Research and Chief Economist (RES), VPS divisions, and the IDB Lab– will continue to pursue a robust knowledge agenda as part of the GAP 2020-2021, that will support: (i) new analytical studies that explore emerging gender equality issues in the LAC region; (ii) other analytical work that helps build evidence on effective approaches for promoting gender equality across multiple sectors; and (iii) broad dissemination of analytical work to IDB staff, member country governments, civil society, academia, and strategic partners to inform policies and programs.

A. Analytical Work on Gender equality and Empowerment

- 5.2 The Knowledge Initiative on Gender and Diversity (GDLab) will be launched in the second half of 2020 to generate cutting-edge applied research that informs the design of LAC public policies and IDB- and IDB Lab-financed operations. The GDLab, which will be jointly managed by SCL/GDI and RES/RES, proposes to prioritize studies in the following areas: (i) labor markets; (ii) social assistance and social insurance; (iii) education (including STEM); (iv) health; (v) migration; (vi) financial markets; (vii) violence against women and children; (viii) political representation; and (ix) external shocks and crises. For the 2020-2021 period, the GDLab will focus on: (i) developing a website that curates and synthesizes evidence generated by the Bank or by other researchers on gender and diversity issues in LAC; and (ii) supporting the design and implementation of a first cohort of studies.
 - The GDLab website launching and the first call for proposals will be funded through a Technical Cooperation. For future calls, SCL and RES, in

coordination with ORP, will approach donors for funds to finance selected research proposals. The funding process will mirror the scheme employed by the Early Childhood Development Fund.

- The GDLab team identifying 94 gender and 22 diversity-related studies produced by the IDB in the past four years, respectively. Regarding gender, the Bank has been producing its most rigorous research mainly in areas such as labor markets, education, health, and social protection, and sexual and gender-based violence. The generation of evidence has been much more limited in the areas such as financial inclusion and entrepreneurship, leadership and political participation, STEM & Information and Communication Technologies (ICT). Moving forward, the Bank needs to advance evidence-based operations to fill these knowledge gaps.
- 5.3 The regional departments in VPC will also continue to perform analysis on gender gaps to support operations and the public dialogue in specific countries. For example, the Country Department for Central America, Mexico, Panama, and the Dominican Republic (CID) is developing analyses on the relationship between gender gaps, female labor participation, and growth for Mexico, Central America, and the Dominican Republic.
- 5.4 During 2021, SCL/GDI will lead the preparation of an update to the Bank's Gender and Diversity Sector Framework Document.
- 5.5 As part of its knowledge agenda, the Bank will continue to develop and strengthen its partnerships with academic, private sector and other multilateral organizations to jointly generate and disseminate knowledge. To the extent possible, the Bank will also make use of new approaches in data collection on gender issues, such as the use of big data, and support more data collection at both the national and subnational levels.

B. Capacity Building and Awareness Raising

- 5.5. Strengthening the capacity of the Bank and project executing units in its member countries to effectively address gender equality as a cross-cutting issue is an important area of the GAP. During 2020-2021, priority will be given to improving the quality of the inclusion of gender (analysis, actions, results) into both the design and execution of lending operations.
- 5.6. GDI, in collaboration with SPD, will prepare updated technical guidelines for projects teams and management on quality gender mainstreaming across the project cycle, including project design and the technical supervision and achievement of gender-related results in project execution. This will include specific examples of gender-related results indicators related to key thematic areas represented by the GAP strategic lines of action (see ¶3.3).
- 5.7. Learning resources to include on the Knowledge, Innovation and Communication (KIC) Department's Operational Learning Program (OLP) platform will be developed. These will take the form of concise tutorials that are easily accessible by all IDB staff and consultants. They will focus on key aspects of gender mainstreaming in the design, execution, and completion stages of the project cycle.

- 5.8. KIC and SCL/GDI will also collaborate to identify options to integrate a focus on gender mainstreaming in existing courses offered to project executing units and other key counterparts in IDB member countries.
- 5.9. VPS divisions and SCL/GDI will continue to collaborate to organize learning events to increase sector-specific knowledge on addressing gender equality in operations. These will include technical seminars, BBLs or clinics, or sessions in sector knowledge weeks, in benefit of headquarters and country office staff as well as counterparts from IDB member countries. These learning events will include examples of promising operational practices related to GAP strategic lines of action (see Section III.A) and COVID-19 responses.
- 5.10. IDB Lab will also develop and deliver trainings sessions to its staff on gender, diversity, and inclusion during each round of its *Innovate me!* events.¹⁶

VI. CORPORATE COORDINATION

- 6.1 To effectively implement the commitments laid out in the GAP, the Bank will continue facilitate effective internal coordination.
- 6.2 **Bank-wide Gender Focal Points.** The main vehicle for internal coordination of the implementation of the GAP is the Inter-Departmental Gender Policy Working Group (IPWG).¹⁷ Members of the working group serve as institutional gender focal points; their roles include: (i) coordinating and monitoring the implementation of GAP proposed actions and commitments in their respective divisions and country offices; (ii) serving as peer reviewers for sector or country-specific analytical and operational work that supports gender equality; (iii) facilitating the exchange of good practices; and (iv) contributing to the reporting of results. IPWG members also lead or participate as team members to facilitate the inclusion of gender issues in operational, analytical and/or capacity building work within their own divisions. SCL/GDI chairs the IPWG and coordinates the GAP implementation. The IPWG also includes IDB Invest, which helps to foster collaboration across the IDBG (see ¶6.5 below). The role of focal points is reflected in staffs' annual work within the Bank's performance management system.
- 6.3 The Bank is preparing a Mainstreaming Action Plan for Environmental and Social Sustainability that will serve as an umbrella Action Plan for this and other Action Plans in the cross-cutting issues of gender, diversity, climate change and environmental sustainability, and disaster risk management. The Mainstreaming Action Plan will be coordinated by the Vice-presidency of Knowledge and Sectors (VPS) sustainability advisor, who supports the IPWG and other interdepartmental working groups to impulse gender and other cross-cutting agendas.
- 6.4 Furthermore, mainstreaming environmental and social sustainability is not possible without a strong commitment to incorporate the sustainability perspective in our dialogue with countries. Therefore, the Vice-Presidency of Countries (VPC) departments and country offices are key players in IDB's mainstreaming efforts. VPS and VPC will coordinate to ensure, from the pre-programming stage, to help advance agenda setting initiatives, ensure the inclusion of gender equality issues

¹⁶ A series of IDB Lab learning events targeted primarily targeted internally to promoting operational innovations; some events will be open to others from the IDB Group and implementing partners.

¹⁷ The IPWG is composed of focal points from all VPS divisions, VPC country departments and country offices, as well as SPD, ORP, RES, and the IDB Lab.

in the quality review of Bank strategies and operations, identify opportunities for direct investments, and allocate human and financial resources to implement GAP actions.

- 6.5 **IDB-IDB Invest Collaboration.** Through 2020-2021, the Bank will continue to collaborate with the IDB Invest to address gender issues in the LAC region, particularly in initiatives that focus on increasing women's economic empowerment and leadership, and where the involvement of both public and private sector entities promises to amplify resources and results. Areas of collaboration will include, among others: (i) joint implementation of the Regional Technical Cooperation "Promoting Gender Equality, Diversity and Inclusion in the Private Sector" (RG-T3509); (ii) collaboration in the implementation of the Gender Parity Accelerators (IPGs); (iii) collaboration in the implementation of initiatives financed by the WE-FI Initiative; and (iv) fostering mutual learning between Bank divisions and IDB Invest working on similar gender issues in sectors related to: leadership, employment, entrepreneurship, and economic empowerment.

VII. RESULTS MATRIX

| Indicators (see Annex II for technical definitions) | 2017-2019 Results | 2020-2021 Targets |
|---|-------------------|-------------------|
| Main Objective: Expand and improve the quality of the interventions that seek to promote gender equality and empowerment | | |
| IDB Projects that support gender equality (% of new approvals of sovereign guarantee loans and investment grants greater than US\$3 million) | 47% | 60% ¹⁸ |
| Objective 1: Contribute to positioning gender equality issues on the public policy agenda and in the development programming of IDB borrowing member countries | | |
| Country Strategies | | |
| % of new IDB Country Strategies approved that mainstream gender equality | 63% | 80% |
| % of CDCs that incorporate gender analysis and policy recommendations | 90% | 100% |
| % of approved CDCs informed by analytical inputs on gender equality from SCL/GDI and/or other VPS divisions | 85% | 100% |
| Policy Dialogues and Partnerships | | |
| # of Regional Policy Dialogues and high-level meetings with public and/or private sector stakeholders that include a focus on gender equality issues | 16 | 11 ¹⁹ |
| # of Strategic Partnerships that produce joint knowledge products or policy initiatives | 27 | Monitor |
| Communications | | |
| 2020-2021 targeted communications campaign designed and implemented | 1 | 1 |
| Mechanism to track the number of women speakers featured in IDB's events and panels, op-eds and blogs established | NA | 1 |
| Increase in views and clicks on gender initiatives pages within the IDB Gender Portal | NA | Monitor |

¹⁸ This target represents progress towards the CRF target for this indicator, which is 70% by 2023.

¹⁹ This target is lower than the results reported for the 2021-2019 period because it is for only two years.

| Indicators (see Annex II for technical definitions) | 2017-2019 Results | 2020-2021 Targets |
|--|-------------------|-------------------|
| # of gender-specific dissemination initiatives executed through IDB's social media channels | 62 | Monitor |
| # gender-specific news, stories, interviews, and op-eds placed in key traditional media | 40 | Monitor |
| Objective 2: Improve the quality of IDB-financed operations that support gender equality and empowerment, in both project design and execution | | |
| <i>Gender Mainstreaming in Operations</i> | | |
| % of Projects that support gender equality and address GAP strategic lines of actions | 95% | 95% |
| % of projects disaggregating project beneficiaries by sex in the results matrix (as % of projects with identifiable beneficiaries) | 40% | 60% |
| % of IDB Lab projects that support gender equality | 38% | 45% |
| <i>Direct investment</i> | | |
| Volume (in US\$) of all Bank and IDB Lab operations (loans, IGRs, TCs) approved that have as their main objective promoting gender equality or empowerment | US\$ 522,553,702 | Monitor |
| <i>Project Execution and Completion</i> | | |
| % of Sovereign Guarantee Loans reporting in Project Monitoring Report (PMRs) on the GRRs included in their results matrix in design | 75% | 80% |
| % of PCRs for sovereign guarantee loans reporting on the results associated with GRRs included in their results matrix in design | 94% | 95% |
| % of GRRs reported on in PCRs that are achieved during project execution | 62% | 70% |
| Objective 3: Facilitate the transition to the Bank's new gender equality standard, outlined in the Environmental and Social Policy Framework | | |
| % of medium and high risks operations identified to have potential gender-based risks and include mitigation measures | 73% | Monitor |
| Technical guidance developed on the application of Gender Standard 9 | NA | 1 |

| Indicators (see Annex II for technical definitions) | 2017-2019 Results | 2020-2021 Targets |
|---|-----------------------|-------------------|
| Number of learning events offered to increase capacity to apply Gender Standard 9 | NA | 6 |
| Objective 4: Generate knowledge and build capacity to address gender issues in LAC and identify effective approaches to address them | | |
| Number of research projects financed by the GD Lab | NA | 3 |
| Downloads of IDB gender studies/impact evaluations on the IDB publications site | 204,507 ²⁰ | Monitor |
| Analytical studies on priority gender issues completed | 90 | Monitor |
| Project impact evaluations that assess gender-related impacts completed | 7 | Monitor |

²⁰ This total excludes publications in peer-reviewed journals, books and/or other publications published outside the IDB, which cannot be tracked by Bank systems.

ANNEX I: GENDER STRATEGIC LINES OF ACTIONS AND THEMATIC AREAS

Table A. Summary of Thematic areas by VPS Division and IDB Lab

| Division | Women's Economic Opportunities | Sexual and Gender-based Violence | Women's Leadership and Participation | Gendered Adaptation of Public Services | Human Capital Development w/ Gender Focus | Gender Institutional Capacity | Sexual and Reproduct. Health | COVID-19 response with gender focus | Masculinities/ Inclusion of boys & men | Human Trafficking |
|----------|--------------------------------|----------------------------------|--------------------------------------|--|---|-------------------------------|------------------------------|-------------------------------------|--|-------------------|
| INE/TSP | ✓ | | | ✓ | ✓ | ✓ | | ✓ | | |
| INE/ENE | ✓ | ✓ | | ✓ | ✓ | ✓ | | ✓ | ✓ | |
| INE/WSA | ✓ | | ✓ | | | ✓ | | | | |
| SCL/SPH | | ✓ | | | ✓ | ✓ | ✓ | | | |
| SCL/LMK | ✓ | | | | ✓ | | | | | |
| SCL/EDU | ✓ | ✓ | | | ✓ | | ✓ | ✓ | ✓ | |
| SCL/MIG | | | | ✓ | | ✓ | | | | |
| CSD/HUD | ✓ | ✓ | ✓ | ✓ | | | | ✓ | | |
| CSD/RND | ✓ | ✓ | | | | | | | | |
| CSD/CCS | ✓ | | ✓ | | ✓ | | | | | |
| IFD/CMF | ✓ | | | | | ✓ | | ✓ | | |
| IFD/FMM | ✓ | | ✓ | ✓ | | | | | | |
| IFD/CTI | ✓ | | | | ✓ | | | | | |
| IFD/ICS | ✓ | ✓ | ✓ | ✓ | | ✓ | | ✓ | | ✓ |
| INT/TIN | ✓ | | | | ✓ | | | | | |
| IDB LAB | ✓ | | ✓ | | ✓ | | | | ✓ | |

Table B. Specific GAP Strategic Lines of Action with Thematic Area Groupings

| Sector | Division | Sector Division Strategic Lines of Action | Thematic Area Groupings |
|--------|----------|---|--|
| INE | TSP | Adapt urban transport system's (infrastructure, services, and institutional frameworks) to address gender-differentiated needs. | Gendered Adaptation of Public Services |
| | | Promote women incorporation into quality non-traditional jobs within the sector, including new areas of work related to the technology transformation of the transport sector. (Transport Sector as a resource of Economic Recovery post COVID-19). | Women's Economic Opportunities Human Capital Development COVID-19 response with a gender focus |
| | | Collect and analyze sex-disaggregated sectoral data for the design of transport policies and projects, using exponential technologies such as big data, artificial intelligence, among others. | Gender Institutional Capacity |
| | ENE | Adapt energy access projects and projects related to the use of modern fuels for cooking (improve stoves) to address specific women's needs. | Gendered Adaptation of Public Services |
| | | Design and develop gender strategies for public enterprises (procurement, employment policies, others). | Institutional Capacity |
| | | Promote economic opportunities for women by developing women's technical and strategic capabilities for the energy sector. | Women's Economic Opportunities Human Capital Development |
| | | Promote co-responsibility, equitable re-distribution of care tasks and unpaid household activities through companies and entities in the sector. | Women's Economic Opportunities Masculinities and inclusion of boys and men |
| | | Promote the prevention of gender-based violence and workplace harassment through the entities of the sector. | Violence against women and girls |
| | | All strategic lines will also target gender mainstreaming in ENE's operational response to COVID-19. | COVID-19 response with a gender focus |
| | WSA | Equal Opportunities: Promote that men and women can take advantage of the opportunities (mainly economic) generated by projects | Women's Economic Opportunities Institutional Capacity |
| | | Behavior changes: Promote new habits/behaviors (hygiene, hands-wash, menstrual hygiene, consumption/savings, etc.) involving different family members. | Institutional Capacity |
| | | Governance: Promote active women's participation in the decision-making processes (design, execution, monitoring, and evaluation) in the water and sanitation sector. | Women's leadership/participation Institutional Capacity |

| Sector | Division | Sector Division Strategic Lines of Action | Thematic Area Groupings |
|--------|----------|--|---|
| SCL | SPH | Early childhood development: Strengthen parental capabilities – active parent participation and early childhood education for equality. | Human Capital Development |
| | | Care services for dependent people: Promote institutional and legal frameworks and services supply and, systems that promote the co-responsibility and the professionalization of care. | Institutional Capacity |
| | | Positive youth development: Prevention of teenage pregnancy; capacity building for family planning and sexual and reproductive health for teenagers. | Human capital development Sexual and Reproductive health |
| | | Prevention and response to violence against women and girls. | Violence Against Women and Girls |
| | | Sexual and Reproductive Health: Increase access and quality of health services for women, men, and adolescents to foster informed decisions and better SPH. | Sexual and Reproductive Health |
| | LMK | Promote equal access of women to the labor market: Intermediation services, the future of labor, more flexible markets. | Women's Economic Opportunities |
| | | Develop skills: non-traditional jobs and STEM. | Human Capital Development |
| | | Promote provisional savings for elderly women. | Women's Economic Opportunities |
| | EDU | Girls and STEM: Promote practices that foster greater girls' access to science and math (closing gaps in attitudes and learning). | Women's Economic Opportunities Human Capital Development |
| | | Teenage pregnancy: Offer quality sexual education and support to teenage parents (before and after the delivery). Prevent teenage pregnancy through the establishment of life goals (research on what works to reduce school dropouts). | Human Capital Development Sexual and Reproductive health |
| | | Boys, masculinities, and education: Promote a positive development and motivate with male referents to reduce school dropouts (Research on what works to reduce school dropouts). | Human Capital Development Masculinities and inclusion of boys and men |
| | | Gender Impact of COVID-19 School Closures: Promote projects and research that address: (i) the disengagement of boys at the secondary level, as they are more likely to drop out and not return after a prolonged school closure, particularly due to a shift towards income-generation; (ii) vulnerability to physical and sexual abuse, which has been found to result from prolonged school closures; and (iii) the digital divide, which puts girls at a disadvantage in distance education. | COVID-19 Response with a gender focus Violence against women and girls |
| | MIG | Improving knowledge on the intersection between gender and migration issues. | Gender Institutional Capacity |
| | | Promote targeting and prioritization of migrant women as beneficiaries of investment programs in migrant recipient countries. | Gendered adaptation of public services |
| | | Collect and analyze sex-disaggregated data for the design of migration related policies and projects. | Gender Institutional Capacity |

| Sector | Division | Sector Division Strategic Lines of Action | Thematic Area Groupings |
|--------|----------|--|--|
| | | Mainstream the interrelatedness between gender and migration in communicational strategies of migration-related projects or initiatives. | Gendered adaptation of public services |
| CSD | HUD | Governance: Augment/expand women's leadership and participation in urban planning and development initiatives. | Women's leadership/participation |
| | | Infrastructure and Public Services: Promote the design of urban infrastructures and services that address both women's and men's needs. | Gendered Adaptation of Public Services |
| | | Housing: Foster and expand the supply of housing services for women. | Women's Economic Opportunities, Gendered Adaptation of Public Services |
| | | Habitat: Promote inclusive and safe public spaces. | Violence Against Women and Girls, Gendered Adaptation of Public Services |
| | | COVID-19 Response: All strategic lines will also target gender mainstreaming in HUD's operational response to COVID-19. | COVID-19 Response with a gender focus |
| | RND | Promote women's access to agricultural extension services, agricultural technology, and land titles. | Women's Economic Opportunities |
| | | Identify and promote agricultural research lines that directly benefit rural women. | Women's Economic Opportunities |
| | | Promote the women's employment in Tourism, paying special attention to the formalization and equality of opportunities. | Women's Economic Opportunities |
| | | Eradicate exploitation situations linked to sexual Tourism and precarious working conditions. | Violence Against Women and Girls |
| | CCS | Improve the capabilities of women and men as agents, in the face of climate change, in the processes of adaptation and resilience, through the transfer of knowledge and technology. | Human Capital Development |
| | | Promote the participation of women in the decision-making process of the climate change agenda in the local, national, and international context. | Women leadership/Participation |
| | | Increase women's access to high-quality jobs related to the necessary transformation to achieve an economy low in carbon emissions and resilient to climate change. | Women's Economic Opportunities |
| IFD | CMF | Promoting women's financial inclusion by strengthening the capacity of financial regulators/supervisors and national development banks to include them. | Women's Economic Opportunities Gender Institutional Capacity |
| | | Including women in the digital economy, by preparing them to access digital entrepreneurship opportunities and address venture capital gender biases. | Women's Economic Opportunities |
| | | Addressing short-term financial needs of WMSMEs to prevent the possible widening of the gender gap in access to credit because of the COVID-19 crisis. | Women's Economic Opportunities COVID-19 Response with a gender focus |

| Sector | Division | Sector Division Strategic Lines of Action | Thematic Area Groupings |
|--------|------------|---|---|
| | FMM | Public procurement. Support women's participation increase in public procurement. | Women's leadership/participation, Institutional Capacity |
| | | Taxes and gender: Research on gender gaps related to tax burden and the relationship with sex-differentiated consumption trends. | Women's Economic Opportunities |
| | | Public expenditure and gender (budgeting). | Gendered Adaptation of Public Services |
| | CTI | Promote initiatives to include women in the Digital economy (i.e., prepare women to take advantage of digital entrepreneurship opportunities, address venture capital gender bias, other). | Women's Economic Opportunities |
| | | Promote gender diversity as a source of innovation and productivity growth. Advanced human resources capital formation and scientific careers for women (STEM). | Women's Economic Opportunities, Human Capital Development |
| | ICS | Citizen Security: Promote actions to prevent, address and reduce intra-familial violence with particular focus on sexual and gender-based violence and masculinities throughout interventions that work with the Citizen Security Sector (including Security Institutions, Community Intervention, Behavioral Change and the Judiciary System). <ul style="list-style-type: none"> Promote the leadership of women in the citizen security sector Protect and empower women, deprived of their freedom (with specific focus on SGBV in the response to COVID-19) | Violence Against Women and Girls Women's Leadership/Participation Masculinities and Inclusion of boys and men |
| | | Digital Governance: Promote procedures simplification and set on-line options with a gender perspective to save women's costs in travel and time, promote gender-responsive e-governance by enhancing women's on-line access and delivery of public services (with a specific focus on women's access to digital public services in the response to Covid-19). | Women's Economic Opportunities COVID-19 response with a gender focus |
| | | Public Sector Management: Promote actions to strengthen gender equality in civil service institutions (normative frameworks, practices) including non-discrimination, equal pay, and access to managerial posts with the aims of reducing gender bias/gaps in hiring, compensation, training, and of prohibiting sexual harassment. <ul style="list-style-type: none"> Promote actions to ensure that Center of Government priorities on gender equality are reflected in public programs and budgeting (gender-responsive policy making and budgeting) as well as to ensure their monitoring systems collect and analyze sex-disaggregated data. Promote the use of gender analysis tools in public sector evaluation systems, particularly those led by the Center of Government. | Gender Institutional Capacity Gendered adaptation of Public Services |

| Sector | Division | Sector Division Strategic Lines of Action | Thematic Area Groupings |
|--------|----------|---|---|
| | | <p>Transparency and Integrity: Promote gender-sensitive transparency and accountability policies within the public sector. Adopt policies and mechanisms to provide and collect gender related information in open government policies, especially in transparency web portals.</p> <ul style="list-style-type: none"> • Adopt open government plans with gender and inclusion dimensions, aligned with relevant international standards. • Strengthening capacities of citizen security and justice sector authorities to prevent, identify and prosecute human trafficking. | <p>Gender Institutional Capacity</p> <p>Human Trafficking</p> |
| INT | TIN | Promote markets access and links to productive chains of value for women-led or women-owned firms, taking advantage of the commercial opportunities created by the Free-Trade Agreements and the Regional integration initiatives. | Women's economic opportunities |
| | | Boost the development of entrepreneur and export capabilities of small and medium enterprises (SMEs), taking special consideration of the barriers and needs of those SMEs led or owned by women. | Human Capital Development |
| IDB | LAB | Supporting women's entrepreneurship (e.g. using TCs to improve access to finance, training, coaching, and mentorship, as well as value chains, markets, digital technology and know-how, and soft skills). | Women's Economic Opportunities |
| | | Promoting innovative solutions to increase women's participation in STEM careers. | Women's Leadership and Participation Human Capital Development |
| | | Promoting innovative solutions for the development of services to equalize the responsibility of women's unpaid domestic and care work (including child and elder care). | Women's Economic Opportunities |
| | | Promoting men's role in advancing gender equality, through the inclusion of men and boys in areas such as education, healthcare. | Masculinities and inclusion of boys and men |
| | | Promote the use of disruptive technologies like big data and artificial intelligence to prevent gender-based violence and promote gender equity. | Violence Against women and girls |

ANNEX II. GAP 2020-2021: DEFINITIONS OF INDICATORS RELATED TO GENDER MAINSTREAMING IN COUNTRY STRATEGIES AND OPERATIONS

| Indicator Name | IDB Projects Supporting Gender Equality (% of new approvals) |
|-------------------|--|
| Definition | Total number of projects supporting gender equality by the total number of projects approved in the year. A project supporting gender equality includes the following three elements (which are the same elements associated with Gender Strategic Alignment): (1) analysis of gender gaps or issues; (2) actions to address the gaps/issues (based on evidence-based or promising approaches, when feasible); and (3) at least one gender-related result (output, outcome or impact) in the results matrix. (Gender-related results (GRRs) refer to results that promote gender equality or empowerment and are not a mere reference of the disaggregation of project beneficiaries by sex). The projects included in measure are sovereign guarantee loans and Investment Grants greater than US\$3 million. |
| Sources | IDB: SCL/GDI (based on approved loans proposal and DEM). |
| Indicator Name | New IDB Country Strategies that mainstreaming gender equality (% of approvals) |
| Definition | Total number of Country Strategies approved that integrate an analysis of gender gaps/issues as well as gender-specific strategic actions in one or more the document's priority/strategic areas, and when relevant, GRR indicators in the CS's results matrix divided by the total number of Country Strategies approved. |
| Source | IDB: GDI (based on approval country strategy document, and components detailed in the Country Strategy Internal Protocol). |
| Indicator Name | Country Development Challenges Documents that incorporate gender analysis and recommendations |
| Definition | Total number of Country Development Challenges documents approved that include and analysis of gender gaps/issues in the description of at least one of the documents development challenges for the country, as well as in its corresponding policy recommendations. A CDC that mainstreams gender must have a score of at least 4 out of a total possible of 8 points. |
| Source | IDB: GDI (based on approval country strategy document, and components detailed in the Country Strategy Internal Protocol). |
| Indicator Name | Projects that support gender equality and address GAP strategic by lines of action |
| Definition | Each division has delineated their specific lines of action, which are then grouped into thematic areas. For each project approved with GSA, each division provides input on the specific lines of action that the project addressed. |
| Source | GDI (based on approval project documents and inputs from VPS divisions and IDB Lab gender focal points). |
| Indicator Name | IDB Lab projects that support gender equality |
| Definition | Total number of IDB Lab projects supporting gender equality by the total number of IDB Lab projects approved in the year. A project supporting gender equality includes the following three elements (which are the same elements associated with Gender Strategic Alignment): (1) analysis of gender gaps or issues; (2) actions to address the gaps/issues (based on evidence-based or promising approaches, when feasible); and (3) at least one gender-related result (output, outcome or impact) in the results matrix. (Gender-related results (GRRs) refer to results that promote gender equality or empowerment and are not a mere reference of the disaggregation of project beneficiaries by sex). |
| Source | IDB Lab: iDelta |

| | |
|-----------------------|---|
| Indicator Name | IDB Lab projects that support gender equality |
| Definition | Total number of IDB Lab projects supporting gender equality by the total number of IDB Lab projects approved in the year. A project supporting gender equality includes the following three elements (which are the same elements associated with Gender Strategic Alignment): (1) analysis of gender gaps or issues; (2) actions to address the gaps/issues (based on evidence-based or promising approaches, when feasible); and (3) at least one gender-related result (output, outcome or impact) in the results matrix. (Gender-related results (GRRs) refer to results that promote gender equality or empowerment and are not a mere reference of the disaggregation of project beneficiaries by sex). |
| Source | IDB Lab: iDelta |
| Indicator Name | Sovereign Guarantee Loans reporting in Project Monitoring Report (PMRs) on the GRRs included in their results matrix in design |
| Definition | Total number of SG loans in execution (approved 2011 or later) that included at least one Gender Related Result (GRR) in the results matrix in design and that are reporting in the PMR on at least one GRR, divided by the total SG loans in execution (approved 2011 or later) that included at least one GRR in their results matrix in design. |
| Source | GDI, based on SPD database of PMR's inventory. |
| Indicator Name | Project Completion Report (PCRs) for sovereign guarantee loans reporting on the results associated with GRRs included in their results matrix in design |
| Definition | Total number of Project Completion Reports (PCRs) approved by SPD for projects that included at least one GRR in their results matrix (RM) in design and that reported on results for at least one GRR, divided by the total number of PCRs approved during the period that included at least one GRR in its RM in design. It only considers PCRs for investment loans and for operations with a DEM that are subject to review by OVE. |
| Source | GDI, based on approved PCR documents. |
| Indicator Name | Gender-Related Results included in PCRs that are fully achieved during project execution |
| Definition | Total number of GRR indicators that achieved or exceeded their targets according to the PCRs approved by SPD, divided by the total number of GRR indicators reported in PCRs. It only considers the GRRs reported in PCRs that included at least one GRR in the results matrix (RM) in design. Also, it only considers PCRs for investment loans and for operations with a DEM that are subject to review by OVE. |
| Source | GDI (based on approved PCR documents). |